MARFORRES Administration Symposium

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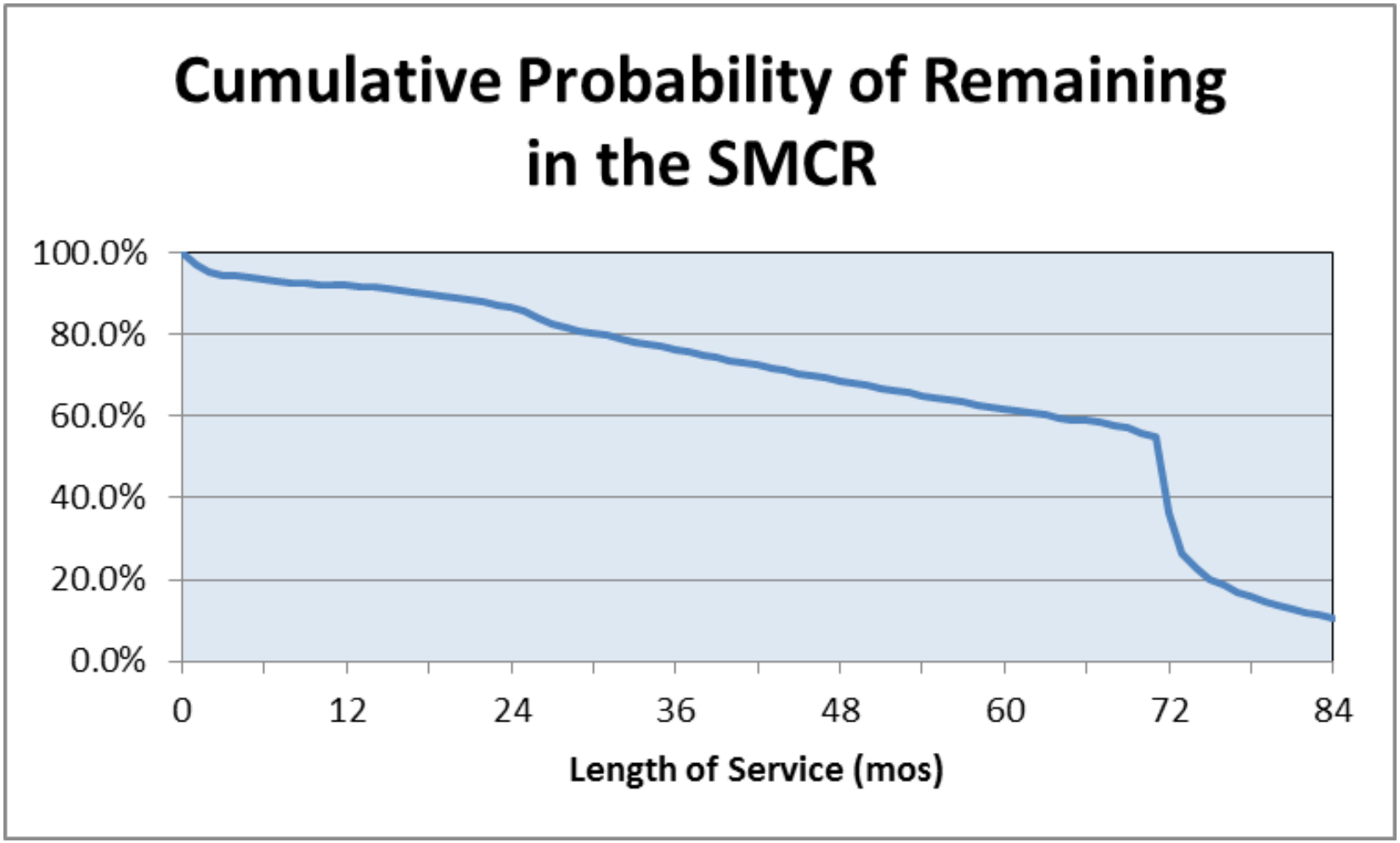
CAREER PLANNING

- Readiness 101 (Retention & Alignment)
- Collateral Duty Career Planner
- Interviews
- Extensions
- Local Command Authority
- Special Duty Assignments & HSST
- Transitional Readiness Seminar
- Capstone

Manpower Mission is Readiness thru Recruiting, **Retention, & Alignment**

	O/H to ASR		Grade / MOS %of Structure		
	O/H	%ASR			
MFR	**30,307 (-252 of ASR)**	99.2%	82.4%	↑	**3.7% in FY15**
4th DIV	**15,416 (-81 of ASR)**	99%	83.8%	↑	**3.2% in FY15**
4th MAW	**4,600 (+69 of ASR)**	102%	80.2%	↑	**2.6% in FY15**
4th MLG	**6,911 (-42 of ASR)**	99%	82.2%	↑	**6.0% in FY15**
FHG	**3,380 (-198 of ASR)**	94%	79.8%	↑	**5.4% in FY15**

MFR Retention Needs to Improve

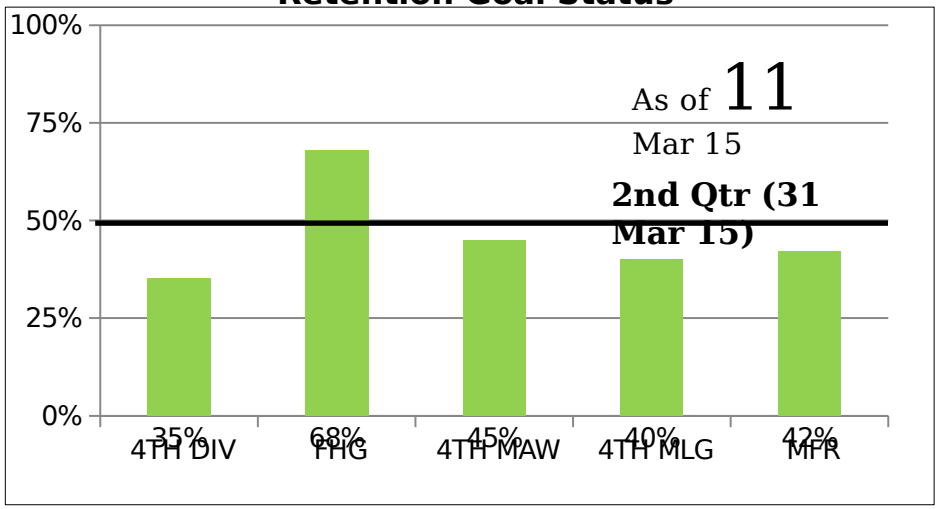


FY15 Retention Goal Status

MSC Retention Goals

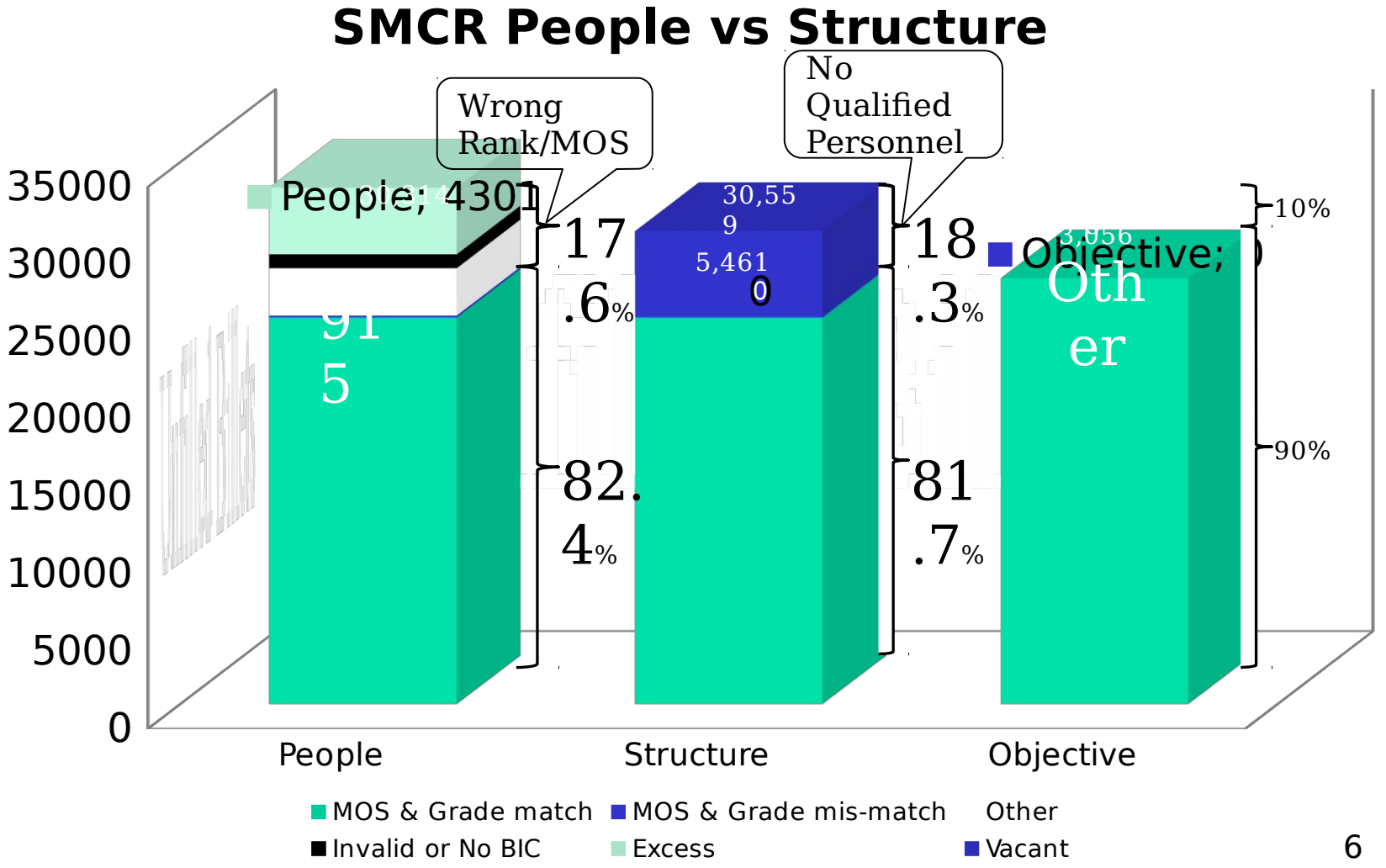
MSC	60-pt Bonus	LATMOV	REEN	WO	Pts
4TH DIV	3/51	1/47	140/160	0/5	149/428
FHG	0/10	11/11	56/57	0/4	89/130
4TH MAW	1/12	1/11	53/57	0/3	58/129
4TH MLG	2/22	11/35	68/76	0/7	105/260
MARFORRES	6/95	24/104	317/350	0/19	401/947

Retention Goal Status



- 60-pt bonuses are under-utilized and undersold. Marines qualified w/o additional obligation aren't taking the bonus
- LATMOV credit requires attendance at MOS school
- 39 Warrant Officer packages received. $20k bonus for those selected
- Under-reporting of retention actions generates a negative perception of career planners

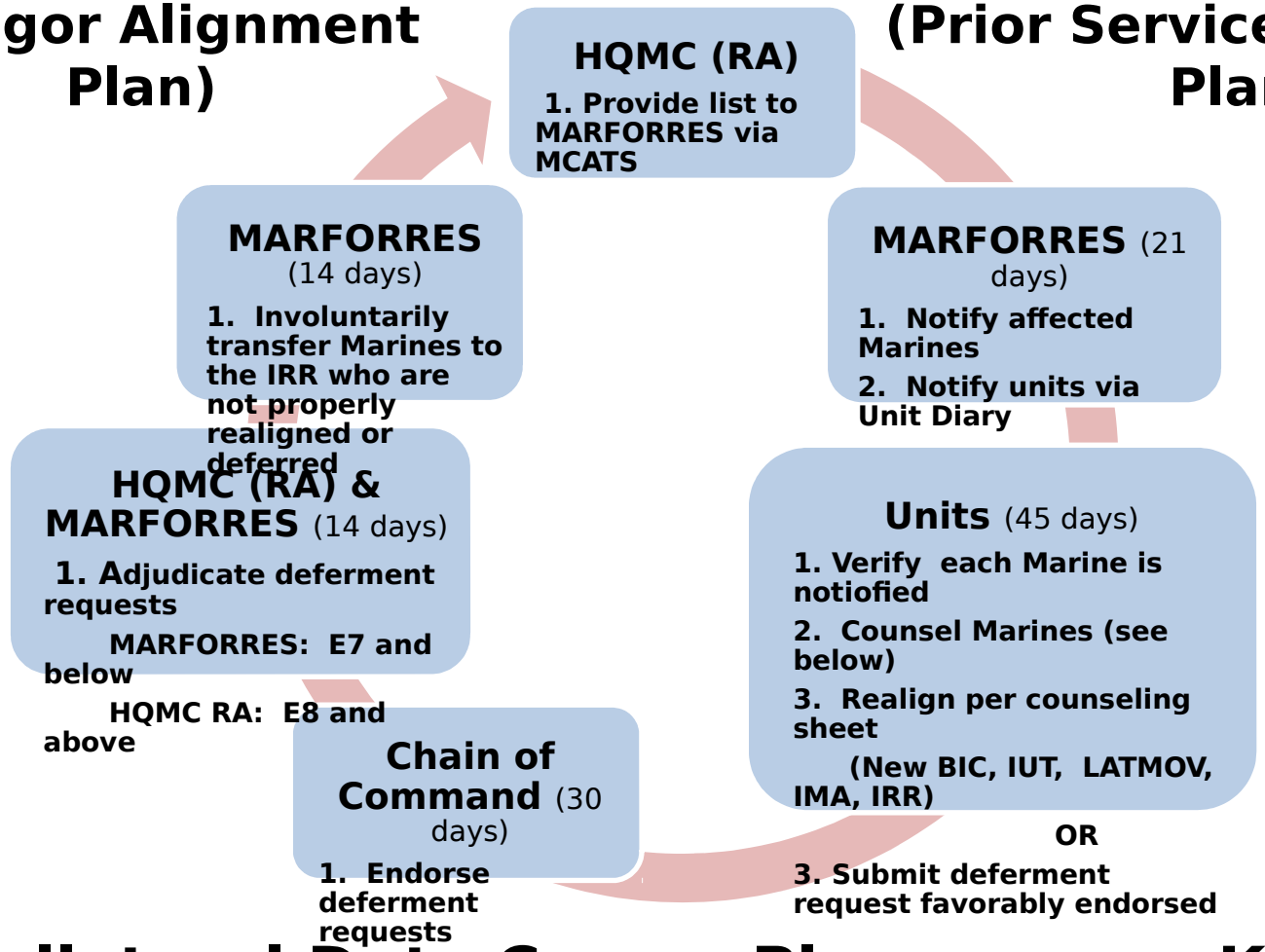
Readiness Requires Personnel Alignment



Successful Re-alignment Programs Focus on Retention

OAP (Obligor Alignment Plan)

PSAP (3/yr) (Prior Service Alignment Plan)


HQMC (RA)
1. Provide list to MARFORRES via MCATS
MARFORRES (21 days)
1. Notify affected Marines
2. Notify units via Unit Diary
Units (45 days)
1. Verify each Marine is notiofied
2. Counsel Marines (see below)
3. Realign per counseling sheet
(New BIC, IUT, LATMOV, IMA, IRR)
OR
3. Submit deferment request favorably endorsed
Chain of Command (30 days)
1. Endorse deferment requests
HQMC (RA) & MARFORRES (14 days)
1. Adjudicate deferment requests
MARFORRES: E7 and below
HQMC RA: E8 and above
MARFORRES (14 days)
1. Involuntarily transfer Marines to the IRR who are not properly realigned or deferred

Collateral Duty Career Planners are Key to Alignment

Collateral Duty Career Planners (CDCP)

BLUF: Career Planning is everyone's responsibility

MCO 1040R.35 states:

- Career retention is a command function.
- CO is ultimately responsible for the success or failure of a unit's retention program.
- CP is responsible to the commander for administering the organizational/unit career retention program and is the advisor on enlisted retention matters.
- Officers & SNCO's assist commanders in administering a successful reserve career retention program with in the command.

FPL 14-11 requires:

- A CDCP be designated at every MARFORRES unit.
- CDCP's to attend the Reserve Career Planner Course @ MCRD San Diego, CA.

Collateral Duty Career Planners (CDCP)

Track all 30/60/90 reports and take appropriate action

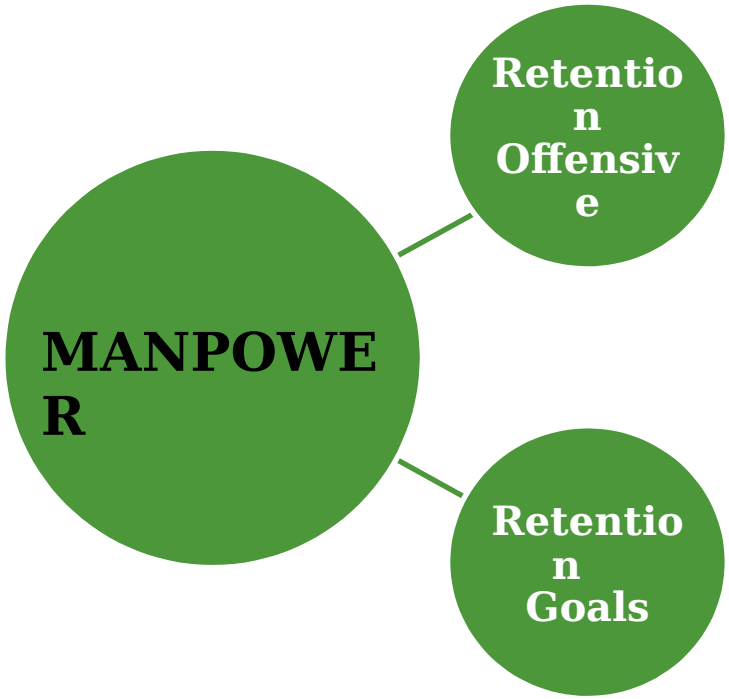
Admin Chief / CDCP Pull Unit(s) RECC, EAS, ECC, MDSD Rosters

- RECC: Reserve Marines falling off contract
- EAS: End of Active Service (EAS must not be later than RECC)
- ECC: AC / AR Marines falling off contract
- MDPSD (Mandatory Drill Participation Stop Date): SMCR Marines may drop to the IRR
- Track Marines in a Legal (CofGL) / Medical (CofGM), Involuntarily (CofGM)

Ensure Unit Career Planners are POC for all retention matters

- Per CMC guidance all enlisted retention waivers, SDA requests, etc. require submission via Total Force Retention System (TFRS)
- Support / Collateral Duties

Collateral Duty Career Planners (CDCP)



- FLP 14-15
- MSC winner receives a NMCAM
- MARFORRES winner receives a NMCCM

- FY15 SMCR Retention Goal, Memo-1
- Official MARFORRES retention planning document
- Down to Bn/Squad level

Points:

WOA – 5 Points
LATMOV – 3 points
EAB – 2 points
SSB – 2 points
OAB – 2 points
60PT – 2 points
REENL – 1 point
IUT – 1 point
DAP – 1 point

Points:

WOA – 5 Points
LATMOV – 3 points
60PT – 2 points
REENL – 1 point

Collateral Duty Career Planners (CDCP)

Retention Offensive Stats – 11 Mar 15

Collateral Duty CPs

Place	Rank	Marine	Unit	MSC	Points
1	SGT	FOX	BULK FUEL CO C	MLG	25
2	GYSGT	DINH	6TH ANGLICO	FHG	24
3	SSGT	RICKETTS	SUP CO CLB 453	MLG	24
4	SSGT	PEREZ	LNDG SPT CO	MLG	15
5	SGT	CARTER	CO B AAV	DIV	11
6	SGT	EAVES	DET BULK FUEL CO B	MLG	10
6	SGT	DIAZDELEON	3D CAG	FHG	9
6	SGT	HOWARD	2/25	DIV	9
9	SGT	VANDERPLAATS	HQTRS CO LE BN	FHG	9
9	MSGT	SEID	6TH ESB	MLG	8
11	SGT	BALLASTEROS	HQTRS CO CLR-4	MLG	7
11	SGT	ROCKHOLT	P&A CO ISB	FHG	7
13	CPL	WEILBACHER	TRANS SVCS CO CLB 25	MLG	7
13	SGT	MINCEY	DET 3 MAINT CO CLB 451	MLG	6
15	GYSGT	GENTRY	3D ANGLICO	FHG	5
15	GYSGT	GOODMAN	CI/HUMINT CO B	FHG	5
15	SGT	VENTURA	ENGR SVCS CO CLB 25	MLG	5
15	SSGT	ANOMACHI	RECON CO E	DIV	4
15	GYSGT	FOX	MAINT CO CLB 451	MLG	4
20	SSGT	GARCIA	CO C AAV	DIV	4
20	SGT	JEANLOUIS	BRIDGE CO A	MLG	4
20	SGT	MARTIN	DET 1 MT CLB 453	MLG	4
20	SSGT	WILCHER	DET 1 MAINT CO CLB 451	MLG	4
20	SGT	ANDERSON	DET SPT CO LE BN	FHG	3
20	SGT	BALLESTEROS	HQTRS CO CLR-4	MLG	3
20	SGT	BENTLEY	ANTI TANK CO	DIV	3
20	SSGT	CHAMP	HQTRS CO CLR-45	MLG	3
20	SGT	HUGHES	DET 1 TRANS SVCS CO CLB	MLG	3
20	SGT	KIM	ENGR CO C 6TH ESB	MLG	3
20	SSGT	MACKEY	DET 3 SUP CO CLB 453	MLG	3
20	1STSGT	ORTIZ	CO A AAV	DIV	3
20	CPL	STANFIELD	MP CO C LE BN	FHG	3
33	SGT	STEVENS	COMBAT ENGR CO C	MLG	3
33	SGT	SUMLIN	BULK FUEL CO B(-)	MLG	3
33	SSGT	TORRES	ENGR SVCS CO CLB 23	MLG	3
33	SGT	UMANA	BULK FUEL CO B(-)	MLG	3
33	GYSGT	VANDUSEN	MATSG 42	MAW	3
33	SSGT	ZAVALA	DET B MWSS-471	MAW	3
39	SGT	HARRISON	MAINT SVCS CO CLB 25	MLG	2
39	SSGT	SMALL	CLR 45	MLG	2
39	SGT	USHER	DET 2 SUP CO CLB 453	MLG	2
39	CPL	BUI	23D MAR	DIV	1
39	SGT	CANDELARIA	MP CO D	FHG	1
39	SSGT	CHESHIER	MP CO B	FHG	1
39	SGT	DELTORO	BULK FUEL CO B(-)	MLG	1
39	SSGT	EHRHART	DET 3 MAINT CO CLB 453	MLG	1
39	CPL	GONZALEZ	ELMACO 4TH MAINT BN	MLG	1
39	GYSGT	PADILLA	DET A MWCS-48	MAW	1
39	SGT	VAZQUEZ	MP CO A	FHG	1
39	SGT	VILLANUEVA	MALS-41	MAW	1
39	SSGT	WASHINGTON	DET 2 MAINT CO CLB 453	MLG	1
39	SGT	WOODIE	TRANS SVCS CO CLB 25	MLG	1
39	SGT	MARTIN	CLB 23	MLG	0
39	SGT	RODRIGUEZ	CO B 4TH TANKS	DIV	0
39	SSGT	SIERRA	B CO 1/25	DIV	0
39	SSGT	VIRGILIO	CO A 1/14	DIV	0

Interviews

Interviews is where retention starts

Two methods of identification:

- Total Force Retention System (TFRS) – indicates required interviews CDCP are not always granted access

or

- Career Planner – provides a roster to CDCP

References:

- MCO 1040R.35, Reserve Career Retention and Development Guide
- MCO 1040.31, Enlisted Career Retention and Development Guide (AC)

Obligor Alignment Plan (OAP):

- First term SMCR Marines only
- References
  - ✓ FY14 SMCR Enlisted Retention Guidelines
  - ✓ Annual AMHS message
- Complete OAP Counseling Sheet – conducted the same time as the MDPSD interview (f*orm is available via the Career Planner)*

Interviews - OAP Counseling Sheet

OBLIGOR ALIGNMENT PLAN
ASSIGNMENT COUNSELING WORKSHEET

MARINE'S INFORMATION						
Rank	Last Name	First Name	PMOS	Add MOS	EDIPI	Date

CURRENT UNIT INFORMATION		
Current Unit Name	Unit Location (City & ST)	RRUC

PURPOSE

To provide notification of improper assignment within the SMCR, provide information on other service options, and capture the member's choice for continued service.

INFORMATION

Chapter 4, MCO 1001R.1K and the current Fiscal Year SMCR Assignment Policies, published by HQMC (RA), establish assignment policies for the SMCR. Unfortunately, you have been identified as being mis-assigned, according to those policies. You must be reassigned to an appropriate billet, according to your grade and MOS in order to continue serving in the SMCR. Your unit leadership or career planner will assist you with identifying an appropriate billet and any incentives or programs available to you that may assist in your decision. **In the event you and your unit do not coordinate the transfer to another billet, you will be transferred to the Individual Ready Reserve NLT the last day of the Fiscal Year (30 September).**

POLICIES

MCO 1001R.1K (MCRAMM)	www.marines.mil/portals/59/publications/MCO%201001R.1k.pdf
Current FY SMCR Assignment Policy	http://www.marforres.marines.mil/Portals/116/Docs/G-1/Manpower/BIC_Assignment_Policy_FY15-2.pdf

PROGRAMS AND INCENTIVES

Program/Incentive	Description	Reference
Reserve Bonus Points	Prior AcDu Cpls w/EAS in FY15; Reserve Cpls w/MDSD expiring in FY15.	MARADMIN 679/14
Retraining (LATMOVE)	NCOs and Company Grade Officers eligible Must complete training within 18 months	MARADMIN 584/14
Travel Reimbursement	SNCOs and Officers eligible for up to $300 travel reimbursement per month	MARADMIN 489/14
SSgt Bonus (SSB) & Enlisted Affiliation Bonus (EAB)	Must fill a billet as an exact PMOS/Grade match or 1 billet grade higher. Marines are eligible for: (NCOs = $15,000); (SSgts = $20,000)	MARADMIN 487/14

OTHER BILLET OPPORTUNITIES

SMCR BIC Report	Find open billets in your unit or any other unit in the U.S.
Link:	http://www.marforres.marines.mil/About/ReserveCareerBillets.aspx
IMA BIC Report	Find IMA billets (primarily Officers and SNCOs)
Link:	http://www.marforres.marines.mil/About/ReserveCareerBillets.aspx

Your unit Career Planner can assist with questions you may have about billet availability and the Inter Unit Transfer (IUT) process.

INDIVIDUAL READY RESERVE (IRR)

If transferred to the IRR, you will remain an important mobilization asset to the Marine Corps. Accordingly, you will be expected to keep the Marine Corps informed of changes such as address, telephone number, email address, marital status, medical condition, and civilian employment information. Additionally, the following opportunities still exist:

1	Reserve Counterpart Training (RCT); serving in your MOS up to 28 days per year.
2	You may be contacted to volunteer for missions that require your skill sets.
3	Earn satisfactory years toward reserve retirement through PME or RCT.
4	Affiliate with an SMCR unit at a later time. **Contact a Prior Service Recruiter at 1-800-MARINES and follow instructions for "Prior Service Marine."**

If you need to contact the Marine Corps to update your status or if you have questions about mobilization potential while in the IRR, contact the Marine Corps Individual Reserve Support Activity at 1-800-255-5082 (IRR Branch).

Interviews - OAP Counseling Sheet

OBLIGOR ALIGNMENT PLAN
ASSIGNMENT COUNSELING WORKSHEET

ACKNOWLEDGEMENT
(initial each below below)

	1. I understand that I am improperly assigned in the Marine Corps Reserve based on my rank, Primary MOS, and current manpower policies.
	2. I understand my unit commander can decide to allow me to serve in my unit as excess until September 2015 to allow me time to align to an appropriate billet for my rank and MOS (via deferment request).
	3. I understand that transfer to the IRR impacts my eligibility for health care benefits through TriCare Reserve Select.
	4. I understand that if I do not make an appropriate election below, based on the information that has been provided, I will be involuntarily transferred to the IRR within 90 days.

Elections
(Choose ONE option in a category below and complete the information)

Remain in Current Unit

☐	Continue serving in same MOS.		New Billet (BIC)
☐	Retrain to fill another billet in my unit	New MOS	New Billet (BIC)

Transfer to another SMCR Unit

☐	Unit Name:		
	City:	State:	Reserve RUC:
	☐ Continue serving in same MOS.		New Billet (BIC)
	☐ Retrain	New MOS	New Billet (BIC)

Transfer to an IMA Billet

☐	IMA Det Name	City	St	Billet (BIC)

Voluntary Transfer to the IRR

☐	Transfer to the IRR

Deferment from Transfer to the IRR

☐	You may request to remain in your current status (improperly assigned) through a deferment of policy for a period of up to one year. COMMARFORRES and HQMC will consider the overall manpower situation when making a determination on your deferment request. Favorable endorsements from the chain of command are required.

Deferment requests must include a statement from the Marine justifying the request:

SIGNATURE of Marine

Rank	Name	Signature (Digital Available)	Date
		X	

SIGNATURE of Unit Leader who conducted counseling

Rank	Name	Billet	Signature (Digital Available)	Date
			X	

DEFERMENT ENDORSEMENTS

2

Interviews - OAP Counseling Sheet

OBLIGOR ALIGNMENT PLAN
ASSIGNMENT COUNSELING WORKSHEET

(Only required if deferment requested)		
Defer	No Defer[1]	Unit Commander Recommendation
☐	☐	Comments:
Defer	No Defer[1]	Battalion/Squadron Commander Recommendation
☐	☐	Comments:
Defer	No Defer[1]	Regiment/Group Commander Recommendation
☐	☐	Comments:
Defer	No Defer[1]	Major Subordinate Command Commander/Chief of Staff Recommendation
☐	☐	Comments:
Defer	No Defer[1]	MARFORRES / HQMC Decision
☐	☐	Comments:

[1]Deferment requests can be disapproved at any level above. Decision of "No Defer" does not need to be forwarded for further action.

Extensions

Extension are often recorded incorrectly in MCTFS

NAVMC 321(a)

- Not usually over 23 months
- Never over 48 months of extensions on a single contract
- Run all of the correct TTC codes in TFRS
    - Effective date (when extension starts)
    - Execution date (date Marine signs)
    - Number of months
    - Number of extension on contract
    - Any extensions that have not gone into effect should be canceled prior to running another extension.

Local Command Authority

Local Command Authority (LCA) should not be abused

SMCR

- ✓ 1 time (3) month extension
- ✓ Once per current contract

Active Component and Active Reserve

- ✓ 1 time (1) month extension
- ✓ Once per current contract

LCA request are submitted through TFRS

- ✓ Upload completed LCA in TFRS
- ✓ CP or CP SNCOIC validates & accepts **correct** LCA

SDA & HSST

New SDA checklist is critical to screening process

Correct form = NAVMC 1330/1 (Rev. 08-2014)

- One form for all SDAs and components (AD & AR)
- All sections must be completed
- Critical for Marines on I&I duty or over 50 miles from HSST
- Submitted through TFRS via CP
- Re-validate 40 to 60 days prior to school report date
- Draw case codes (DCCs) correspond with school report dates and are uploaded in TFRS
- Naval Message is required on ALL Marines who

Transitional Readiness Seminar (TRS)

Required by all Marines with over 180 days of continuous days of AD

- Ensure all required actions are completed prior to class
- Step by step procedures can be found at on MARFORRES G1-Manpower SharePoint under Career Planner https://sharepoint.marforres.usmc.mil/G1/Manpower/Career%20Planner%20Offensive%20Tracker/Forms/AllItems.aspx?View={DEC54677-2B07-4BD6-9C33-6A0259700D07}
- Registration is different for every class (i.e. base, location)
- Must be reported in MCTFS
  - MC bases automatically report
  - Non-MC TRS classes do not report – paperwork must be sent to MARFORRES MCCS mfreducation@usmc.mil
- Marines should complete and finalize with respective

TRS Requirements

[ ] 3 COPIES OF DD FORM 2648 or 2648-1 (FOR RESERVES)

[ ] PRE SEPARATION COUNSELING WEBINAR

[ ] BUDGET TOOLS (LES, SMART, VMET)

[ ] ENROLL IN E-BENEFITS

[ ] DRAFT RESUME/TOOLS

[ ] PERSONAL STATEMENT OF MILITARY COMPENSATION

[ ] KUDERJOURNEY ASSESSMENT

[ ] JKO TGPS FINANCIAL PLANNING

[ ] 2 DRAFT DD FORM 2958 (CAPSTONE)

CAPSTONE

- Commanding Officers and Unit Transition Coordinators will be meeting face to face to ensure Marines and Sailors are prepared to transition into quality citizens after serving their country.

- The Marine Corps is looking to eliminate the number of unprepared Marines that exit the Marine Corps without a plan for their future, resulting in unemployment.

- DD FORM 2958 - Instructions for this form are on page 2 of the DD Form 2958. The ONLY blocks 1-6 are completed. Marine will take forms to class. TRS personnel will mark off completed requirements and will complete block 29a as well.

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QUESTIONS ?